

**LETTER OF AGREEMENT**  
between the  
**STATE OF ALASKA**  
and the  
**ALASKA PUBLIC EMPLOYEES ASSOCIATION**  
representing the  
**Confidential Employees Unit**

Nonpermanent Positions Established to Process Payroll for  
Emergency Firefighters

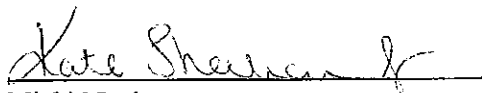
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The parties mutually agree to the following conditions when establishing nonpermanent positions to process payroll for Emergency Firefighters. No provisions of the July 1, 2010 through June 30, 2013 master agreement not specifically referenced herein is modified by this agreement.

1. Positions will be established as short-term nonpermanent.
2. Positions will be established for a maximum of 145 days between May 1 and October 1 of each calendar year.
3. The incumbents of the positions will not work for more than the full time equivalency of 120 days in any twelve (12) month period. In the event an incumbent continues to work more than the equivalency of 120 days the incumbent shall become a long-term nonpermanent employee within the meaning of Article 1.03C.

This agreement is entered into solely to address the specific circumstance of this particular situation. It does not establish any practice or precedent between the parties. This agreement shall not be referred to in any other dispute, grievance, arbitration, hearing, or any other forum, except as may be necessary for the execution of its terms.

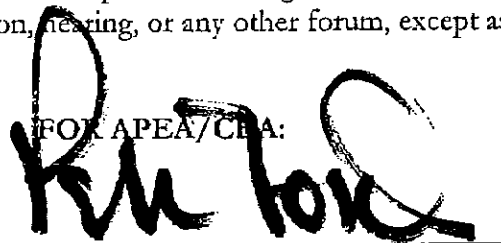
**FOR THE STATE OF ALASKA:**



Nicki Neal  
Director  
Division of Personnel & Labor Relations

April 3, 2012  
Date

**FOR APEA/CBA:**



Pete Ford  
SE Regional Manager

5 April 12  
Date